Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — December 2006 # 238

Rebuilding Teamster Power Under Hoffa

Less than 13 percent of all Teamsters vote for Hoffa.

Low turnout is a wake-up call, not a mandate.

Active Teamsters can rebuild Teamster Power.

General President Hoffa called for Teamsters to reelect him in record turnout to send a message that members are united behind his leadership.

But in the lowest turnout ever, only 21 percent of Teamsters voted and just 13 percent of all Teamsters cast their ballots for Hoffa.

That's not a mandate. It's a wake-up call that Teamsters are dangerously disaffected from our union. You can't build a powerful union when nearly 80 percent of the members don't participate.

To rebuild Teamster Power in the coming five years, it will take a new approach from Hoffa. And it will take a more active rank and file.

Warning Signs

The first major negotiations are at UPS, where Hoffa opened early bargaining to protect benefits.

As we go to press, UPS has forced through pension cuts at New York Local 804, the Eastern Region's largest UPS local and the first local to win 25-and-out.

UPS reportedly raised these cuts in national bargaining. But the Hoffa administration did not warn Local 804 members about the threat. And Hoffa didn't demand that UPS drop its proposal for cuts.

Instead of informing the ranks and uniting members to take a stand, it was the same Hoffa pattern of duck and cover.

Teamsters need to stand up and demand more from our leadership.

Teamster Power at Stake

At stake is more than our pensions. We're in a fight for our union's power.

Teamsters work in industries at the heart of the economy: trucking, warehousing, ports, and rail. Our union once had the power to move America or shut it down.

We need to get Teamsters involved to tap into that power and build our union.

While record numbers of officials take home more than $150,000 a year with multiple salaries and free healthcare for life, the contracts and benefits of working Teamsters are under attack—and the nonunion competition is growing everyday.

What Can We Do About It?

At TDU, we believe in the promise of Teamster Power. Teamsters work in growth industries. Our jobs aren't going overseas. We still have a strategic foothold in the industries at the heart of the economy.

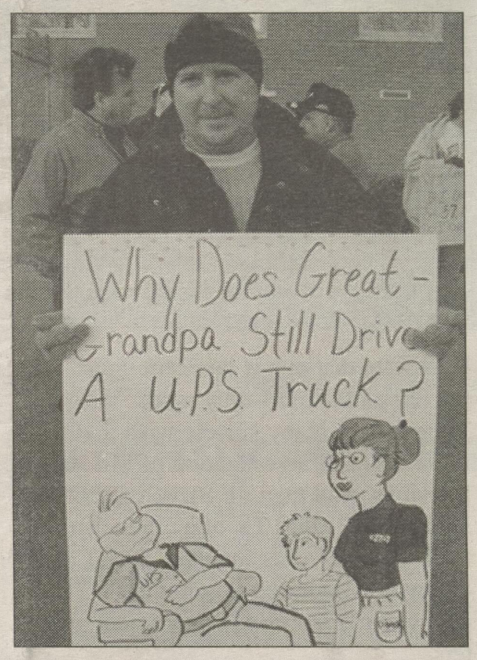
Our union can leverage this power to win strong contracts and benefits and organize the nonunion competition if we act.

The election is over. Hoffa needs to stop acting like a politician and start acting like a leader who can unite working Teamsters to win.

When he does, TDU will get behind him to build Teamster Power. We will support all Teamster struggles against the employers.

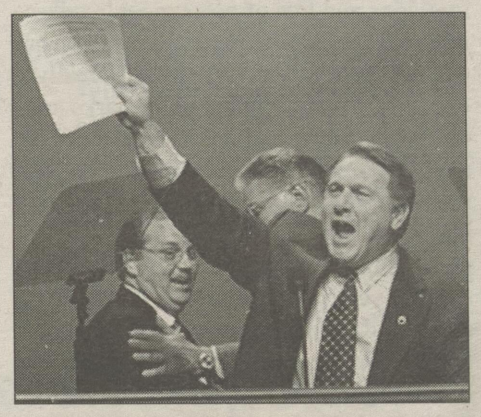
We will also continue to be a watchdog, to hold our elected leaders accountable, and to pressure them when necessary.

We will continue to fight apathy, inform members, and help Teamsters organize for a more powerful union—at the International and local levels. That's TDU. Interested? Contact us.



New Term, New Cuts:

Just two months into early talks with UPS to protect Teamster benefits, UPS Teamsters in New York Local 804 are facing a 30 percent pension cut. How can we protect our benefits? (See story, pg. 3.)



Hoffa and Organizing: Politics or Action Plans?

During the election, Hoffa promised that a "historic card-check agreement will soon bring 12,000 UPS Freight (formerly Overnite) employees under IBT contract." (Source: www.hoffa2006.org)

Teamsters now know that agreement only covered 125 employees in Indianapolis.

In his new term, will Hoffa deliver action plans to organize UPS Freight and other nonunion competitors or more PR and politics?

Leedham Running Mate Urges Supporters to Join TDU

Sandy Pope, President Local 805, New York

"For the last year, we've worked to elect Tom Leedham. But our union's future depends on more than who sits in the General President's chair. It depends on all of us.

"When President Hoffa does the right thing, I'm going to support him. But I know that won't always be the case. When Teamster officials are going along with employers, or violating members' rights, we need to stand up and get our union back on track.

"That's why I belong to Teamsters for a Democratic Union—and why I urge you to join TDU too. Call it 'Hoffa insurance.' Call it common sense. We're stronger when we work together. Join TDU today." **(See membership application on page 12.)**

Also in this issue

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Letters From Our Members

Observing Vote Count an Honor

I went to Washington to be an observer of the vote count. When I got to the vote count, I walked out into this big open room, filled with tables, chairs, mail bins and lots of noise: people talking, mail bins being moved, votes being counted by the counter. This was really exciting. I was assigned to Remarks and Remakes. Here, ballots that could not be read were either remarked or entirely remade. Standing or sitting there observing for an hour or two was quite demanding.

I am very proud to meet, talk with and spend time working toward the election of Tom Leedham and Sandy Pope. It's an experience that I will never forget. I thank Tom and Sandy for running a campaign of which I feel they should be very proud. I congratulate Hoffa on his win and hope that he will work toward building a better Teamsters Union for supporters and non-supporters because we are all Teamsters.

Larry Davis
Local 743, Central States Office
Chicago

Corruption in Rail?

The TDU reported discovering evidence that President Don Hahs has been using BLET union funds to pay personal financial obligations. A TDU source further stated that the evidence of Mr. Hahs misuse of funds had been turned over to the appropriate authorities. TDU also called on Jimmy Hoffa to investigate, but I doubt that he will do anything about it.

In another incident not too long ago, two successive presidents of the United Transportation Union (UTU) found themselves in hot water over illegal solicitation of funds (extortion) and what amounted to a form of blackmail. Their cases were prosecuted by Federal authorities because the UTU is an interstate organization. Both men were found guilty and are currently serving time as guests of the Federal Government.

The BLET, like the UTU, is an interstate organization as well. Our country's laws state that one is innocent until proven guilty and I fully agree. Therefore, it is my sincere wish that there be a full investigation of Mr. Hahs' activities. And then, IF SUBSEQUENTLY FOUND GUILTY of a crime, Mr. Hahs and any other involved BLET official will be required to join their UTU counterparts in closed government quarters.

Joe McCarthy
BLET Div. 483, Retired
Philadelphia

Workers at the Smithfield Meat packing plant in Tar Heel, N.C. walked off the job right before Thanksgiving. They stayed out of work for two days to protest the unfair firings of immigrant workers. The Smithfield plant is part of the UFCW's campaign to organize the food-processing sector in the South.

Who Will Change Our Union?

I have read the articles in *Convoy Dispatch* at work. I would like to think there is a union out there that embodies the ideas that are talked about in your paper.

I have been a Teamster for 15 years, and the union has gotten weaker during that time. What the older guys say about what a union used to do, and how everyone worked together—that is non-existent! I am one of those guys that is old school, willing to sacrifice now for the future, the way the union was when it was first established. Now everyone just thinks about themselves—not about the strength we could have together.

I don't know how to solve all the problems that plague our union. I have talked to our union officials, but nothing is being done. No one wants to take an initiative to start change! Our senior steward just retired 10 months ago. He asked me personally to become a steward, but with much deliberation, I had to refuse. I am not one to sit by idle and not represent a union member, but there isn't any way to be a steward and not get frustrated to death!

I could go on and on and on, but the question is: where do we start? Who do we get to organize reform? How do we show UPS we won't be walked on?

Brandon Manning
Local 317, UPS
Syracuse, N.Y.

Editor's Note: *Many Teamsters feel hopeless: 79 percent didn't vote in the recent IBT election and many choose not to get involved. But with corporations on the warpath, TDU believes defeatism is not an option. We believe change is possible. Together we are powerful.*

Correction

In the last issue of *Convoy*, Larry Macdonald was incorrectly identified as employed by Roadway. Brother Macdonald was a mechanic at Yellow, and currently serves as the Secretary-Treasurer of Local 728 in Atlanta.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org
Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at **www.tdu.org** and use the link provided there, or e-mail your letter to **letters@tdu.org**.

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TDU International Steering Committee

Co-Chairs:
Dianne Bolton, Seattle Local 174
Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Savwoir, Kansas City Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Willie Hardy, Memphis Local 667
Rick Sather, Minneapolis Local 638
Joe Sexauer, Chicago Local 743

Members:
Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Toni Jackson, Memphis Local 667
Larry Macdonald, Atlanta Local 728
Ed Michael, Salem, Ill. BLET Div. 724
Sandy Pope, New York Local 805
Joe Wright, Boston Local 82

Alternates:
Gary Brooks, Chicago Local 705
Delores Bowden, Chicago Local 726
Matt Latzo, Washington Local 639

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Sept. 2006 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Wake-Up Call for All UPS Teamsters

Pension Cuts Hit Flagship UPS Local

Just two months into early negotiations with UPS to protect Teamster benefits, the company has cut the pensions of thousands of UPS Teamsters in New York City. Local 804 members will be hit with a 30 percent cut in their pension accrual effective Jan. 1.

The cuts send a clear signal that UPS management is continuing its offensive against Teamster benefits.

The largest UPS local in the East, Local 804, was the first Teamster local to win 25-and-out benefits. UPS management knew what it was doing when it targeted Local 804 for a pension cut just as early bargaining is getting underway.

Reportedly, the Local 804 pension fund will have a shortfall in its credit balance (a technical measure of the fund's strength) sometime next year without either a cut in the accrual rate or higher employer contributions. The Teamsters and UPS are at the table right now, supposedly to negotiate increases in company contributions and restore Teamster pensions to top levels.

Why didn't Hoffa warn members or pressure UPS to drop the cuts?

In connection with those talks, management reportedly complained to the Hoffa administration that Local 804 was opposing the company's pension cut proposal.

Hoffa could have told the company to drop the pension cut demand and let negotiations about proposals to strengthen Teamster benefits take their course. Hoffa could have threatened to cancel early talks if the company insisted on these cuts.

He could have at least warned Local 804 Teamsters about the threat. He didn't even do that.

UPS management imposed the pension cut by securing the vote of the union trustee from the separate union that represents the mechanics.

Local 804 President and fund trustee Howie Redmond voted against the cuts, but has come under fire in the local for his pass-the-buck approach.

Redmond is a Hoffa ally and a member of the National Bargaining Committee. If Hoffa will not stand up for Teamster pensions in a key local, led by an ally, at the outset of early bargaining to protect Teamster benefits, then when will he take a stand?

UPS Teamsters who care about the future of our pension and health benefits need to get united, informed and organized. TDU is forming a UPS Pension Protection and Contract Mobilization Network.

Interested? Contact the TDU office.

Kept in the Dark

"Local 804's officers knew we had a problem and that management wanted cuts. Why was that hidden from the members?

"When our pensions were on the line, Hoffa and Hall came up empty-handed."

Jim Reynolds
Local 804, UPS
New York

New York UPSers Respond Angrily to Pension Cuts

Hit by a 30 percent pension cut, many New York Local 804 Teamsters feel it's time to fight back.

Local 804 President and fund trustee Howie Redmond voted against the cuts, but never informed members that UPS management was seeking cuts.

"Local 804's officers certainly knew we had a problem and that management wanted cuts. Why was that hidden from the members?" said Local 804 alternate steward Jim Reynolds. "Now they're going to blame everyone but themselves. Respect and responsibility come from what is done, not what is said."

"Local 804 officials have said 'our pension is sacred' so what's happened is sacrilege," Reynolds said.

The announcement was kept under wraps until Nov. 30, just after the Local 804 election and the International election. Could that be a coincidence?

Local 804 officers say the cuts affect them, too. True, but they don't mention that they are covered by at least two pension plans plus a 401(k).

"Howie is on the national negotiating committee that right now is supposedly negotiating to protect our pensions. We're always told how powerful he is," Reynolds said. "But when our pensions were on the line, he and Hoffa and Hall came up empty-handed."

"If Local 804 members want to reverse these cuts, we better stand up for ourselves and get involved," Reynolds said. He suggests that members turn out in force for the union general meeting Sun., Dec. 17.

Western Teamster Pension Fund

Pension Multiplier Goes Up, But 38% Pension Cut Remains

When is an increase actually a cut? Teamsters in the Western Conference Fund are finding out the hard way.

Fund trustees voted to raise the pension multiplier. But a typical Teamster will lose $100 a month off of their pension check every year that the new multiplier is in effect. Trustees of the Teamsters Western Conference Fund voted to slightly increase the pension multiplier, the number that determines the amount of pension credit that Teamsters earn each year. But the good news ends there.

The new multiplier means Teamsters will continue to face a pension cut of nearly 40 percent when the fund is 100 percent funded.

Trustees to the Western Fund—including International Vice Presidents Al Hobart, Chuck Mack, Jim Santangelo and Randy Cammack—voted to raise the multiplier to 1.65 percent in October. They kept the vote secret until after the IBT election because they know that Teamster members will see this for what it is: a continuation of the pension cuts imposed in 2003.

The 2003 Pension Cuts

In 2003, Teamster trustees voted with employers to drastically slash the pension multiplier by more than half, to 1.2 percent, from 2.65 percent. Before those cuts, the multiplier was never once below 2.2 percent for Teamsters with 20 or more years in fund.

The 2003 pension cuts have already reduced the monthly pension of UPS and freight Teamsters by $500 a month. That's a loss of $6,000 a year, over a whole retirement.

A typical Western Teamster is going to continue to lose another $100 off of their monthly pension check for every year this cut is in effect.

Even worse, the increase to 1.65 percent is just a bonus. The 1.65 rate will only be in effect until December 31, 2007. At that point, the multiplier will snap back to 1.2 percent unless the Teamster and employer trustees vote to extend the increase.

Fund Assets Up, Pensions Down

Top Teamster officials have promised members in the West that the cuts would be ended when the fund's financial condition improved.

But even though the fund has completely bounced back from the stock market dip, members' pensions have not. According to its own statement recently released, the Western Fund is 100 percent fully funded. There is no reason Teamster benefits cannot be restored right now.

It's obvious why the employers want to keep benefit levels as low as possible. But why are our Teamster trustees voting to continue pension cuts—at a fund that is 100 percent funded?

Hobart, Mack, Santangelo and Cammack all have multiple pensions and free health care for life. Do you think their golden parachutes might be one reason they're not fighting harder for the rest of us?

Leedham Put Spotlight on Issues and Outlined Action Plan to Rebuild Power

Democracy Strengthens Our Union

Tom Leedham's campaign for Teamster General President did more than win 35 percent of the vote. It strengthened our union for the future.

Since the 1997 UPS strike, employers have been on the offensive against our union. We have lost 150,000 members. Overnite defeated our organizing drive, paving the way for UPS to purchase it and operate it nonunion. And hundreds of thousands of Teamsters have suffered the first big pension and benefits cuts in Teamster history.

Hoffa tried to silence any debate of these problems by keeping all opposition off the ballot. TDU protected our Right to Vote and gave members a choice.

Tom Leedham's campaign put pension and benefit cuts, contracts and organizing in the spotlight and outlined an action plan for rebuilding Teamster power.

Leedham's message resonated with Teamsters across North America. He received his strongest support from Teamsters who are covered by national contracts negotiated by Hoffa and members whose pension or health benefits were cut by Hoffa's trustees.

He won numerous freight and UPS locals, the strategic industries that are the foundation of Teamster power, including Chicago Local 705, Detroit Local 243, New York Local 804, St. Louis locals 604 and 688 and numerous others.

The Teamsters who know Tom Leedham best, the members of Oregon Local 206, supported him by a whopping 93 percent margin. Hoffa carried his own home Local 614 by just 26 votes.

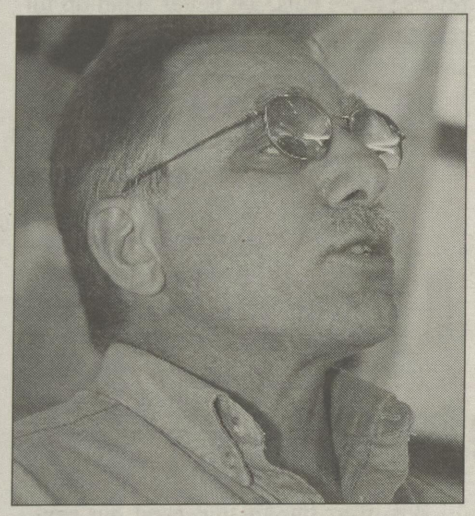
Time for Hoffa to Drop Attacks and Reach Out to Rank and File

During the campaign, Hoffa attacked Teamsters who disagree with him as union busters. Leedham won dozens of locals, several major urban areas (including Cincinnati, Columbus, Cleveland, and St. Louis) and several states. Are all 100,000 Teamsters who voted for Leedham really friends of the employers?

Hoffa won't solve our union's problems by attacking every Teamster who disagrees with him. The low voter turnout in this election shows that members are tired of negative attacks and PR.

It's time for Hoffa to drop the attacks and accept that our union is a democracy where members have different opinions and ideas. That's a good thing. Debate draws members into our union and that's where union power starts.

Instead of attacking members who disagree with him, Hoffa should reach out to all Teamsters and build campaigns that unite all Teamsters. That's how we'll win strong contracts, good benefits, and organize the nonunion competition.



20 Percent Voter Turnout Sends the Wrong Message

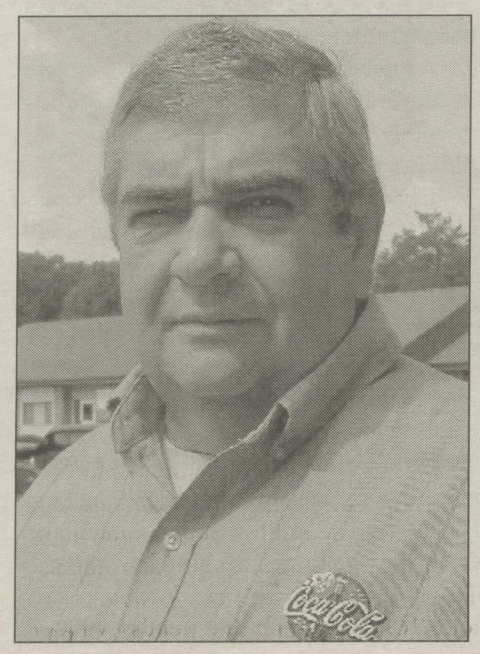
"Our local voted 80 percent for Tom Leedham and I'm proud of that. But the thing that bothers me most is the low voter turnout overall. Regardless of how you vote, our union is key to our future and we have to be part of it. If we wanted to send a political statement to Washington that we're a strong union, 20 percent voter turnout didn't do it. We need to get Teamsters involved in every aspect of our union. That's the number one lesson coming out of this election."

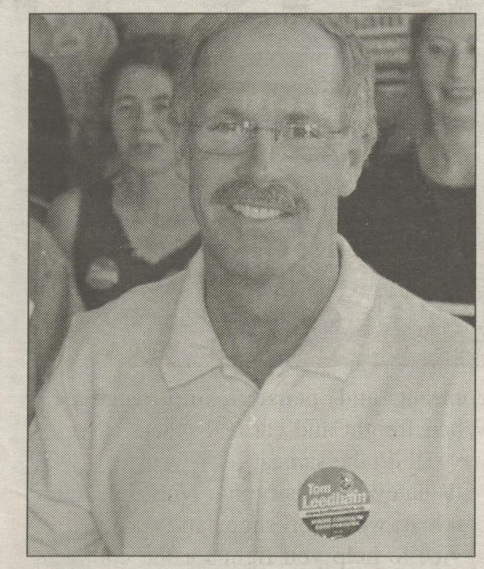
Joe Zagorski
Local 1035, Coca-Cola
Hartford, Conn.

Members Who Know Him Best Voted For Tom Leedham

"The members who know Tom the best supported him overwhelmingly. Local 206 members supported Tom by 93 percent. Our Joint Council voted for reform for the fourth straight time. Hoffa only carried his home local by 26 votes. The reform movement has built a strong foundation. We believe in our union and we're going to keep working for change."

–Bill Zimmerman, Kraft/Nabisco
Local 206, Oregon





Central States Vote is a Wake-Up Call for Hoffa

"The members of Local 100 in Cincinnati voted 66 percent for Tom Leedham. But it wasn't just Cincinnati. Across Ohio, locals like Cleveland 407, Columbus 413 and Dayton 957 voted for change.

"The results are a wake-up call that Central States Teamsters want our International Union to take a stronger stand at the bargaining table and to fight for our pensions and benefits"

Butch Lewis
Local 100, USF Holland
Cincinnati

A Look at the Facts & Figures

Analyzing the 2006 IBT Election

- Hoffa won with 65 percent of the vote, in a 21 percent turnout. That is the same margin as in 2001, but with a slightly smaller turnout this year.
- The Hoffa campaign spent over $3 million to Leedham's $300,000 according to forms filed by each campaign with the Election Supervisor. The IBT and Central States and Western Conference Pension Plans spent millions more on propaganda attacking TDU and the pension movement.
- Leedham won a majority of the vote in 82 locals, seven states, and five joint councils. In nine more joint councils Leedham got over 40 percent of the vote.
- Leedham edged out Hoffa in the overall vote among Leedham's best 194 local unions with 448,000 Teamsters. These locals account for 32 percent of the Teamster membership, but cast 37 percent of the votes. Where Leedham did well, voter turn-out went up.
- Among members covered by national contracts negotiated by Hoffa (UPS, freight and carhaul), the election was a toss-up. Leedham won most of the UPS-freight-carhaul votes in the Central and Southern Regions, while Hoffa won more in the Eastern and Western Regions.
- Among the 175,000 members covered by the Central States Pension Fund, Leedham had strong support.
- Among locals where the Leedham Campaign and TDU had strong outreach, Leedham was able to split the vote or win.
- Among members with little or no connection to the International Union, under local contracts and pension funds, and where there is not a strong TDU presence, Hoffa won big. This was Hoffa's winning margin: less involved members, in a low turnout.
- Among the three newly merged unions in rail and graphic communications, Hoffa won. But in one of them, the Brotherhood of Locomotive Engineers and Trainmen (BLET), Leedham made inroads, due to TDU activity, a rank and file campaign for the right to vote; and Leedham's running mate for International Vice President at Large, engineer Ed Michael.
- The Virtue-DiLeo Slate in the East, a two-leader slate running for Eastern Vice President slots, had significant support and strong candidates, but won relatively few votes. This showed, as we have seen in earlier elections, that most Teamsters who vote are choosing between the viable candidates for General President, the power position at the IBT. Independent vice presidential candidates cannot muster the votes needed to win. Leedham attempted to get all those who wanted a new direction onto one slate, but it didn't happen this time.
- Aside from tiny locals (with less than 20 votes), the most politically unified local in the IBT was St. Louis Local 604, a unit of carhaulers that voted 97 percent for Leedham (and its principal officer John Thyer).

TDU: Rank & File Teamsters Rebuilding Teamster Power

One year ago, Teamster members set out to "Dump Hoffa."

We didn't. What can we do now to rebuild Teamster Power?

Our union faces serious challenges in the next five years. Reversing pension cuts. Protecting our health benefits. Winning strong contracts. Organizing the nonunion competition that is undercutting us nationally (like UPS Freight) and at the local level.

In short, we've got to rebuild Teamster Power. It's no secret that TDU thought Hoffa was the wrong man for this job. One hundred thousand Teamsters agreed. But not enough.

It's no time to cry in our beer. There's too much at stake. In 2007, TDU will keep on organizing to win strong contracts and benefits and to build a more powerful, accountable Teamsters Union.

And we want you to be a part of it.

Early bargaining is underway at UPS and so is an early blackout on information from the IBT.

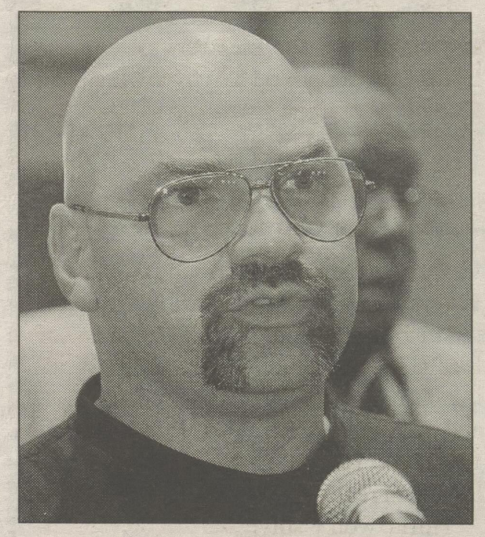
TDU is launching a contract information and mobilization network to fight for contract and pension improvements. When freight and carhaul talks gear up, we will do the same.

Whatever industry you work in, TDU can help with workshops and organizing advice to help you fight for the contract you deserve.

When it comes to pensions and benefits, TDU will keep informing Teamsters, uniting members to put the heat on employers and, when necessary, our own fund trustees, to protect our benefits.

For the last year, TDU's focus has been the International election, but our main focus has always been at the local level: helping Teamsters organize to win strong contracts, enforce their rights on the job, hold officials accountable, and even run for local union office.

The election is over, but the challenges facing our union remain. TDU will continue organizing rank-and-file Teamsters to rebuild our union's power.



We Can't Sit Back at UPS

"Hoffa won but it's clear his support is down at UPS. All the same, he's going to be negotiating our next contract. We can't sit back and leave it to Hoffa and Hall. Remember 'the best contract ever'? We need to make positive changes on our pension, address excessive overtime, make improvements for part-timers and get our fair share from the billions UPS is raking in. Members need to be informed, united and involved and that means getting organized and having a plan. We need a real contract campaign and TDU is our best hope to make that happen."

Darwin Moore, UPS
Local 243, Detroit

Working for Change in Our Local Unions

"The problem of declining Teamster Power isn't just at the top. It's at the local union level too. The members in my local have been slammed with givebacks and we get no representation whatsoever on grievances. It's got to stop. That's why members of my local voted for Tom Leedham and are joining TDU. We learned a lot from the Leedham Campaign and we're going to put it to work in our local union election this fall."

Hank Miller, Trade Show Teamster
Local 82, Boston

Teamsters Hit by Pension Cuts Sent Message with Their Votes

TDU Will Continue to Oppose Benefit Cuts and Fight to Strengthen Teamster Benefits

While Hoffa can boast of a 65 percent winning margin overall in the IBT election, he would be well advised to look at the big groups of Teamsters who voted for a change of direction—starting with the with 175,000 Teamsters in the Central States Pension Plan (CSPF).

These voters sent a strong message that we need new pension and benefit policies.

Most Central States participants belong to mixed locals along with the 400,000 other Teamsters in the Central and Southern Regions and the Carolinas so it's impossible to precisely separate and count their votes. But a review of the results clearly reveals that the locals with a high percentage of Central States Pension Fund members usually went for Leedham.

Some of the locals where Central States Pension Fund Teamsters voted for Leedham include Charlotte, N.C., Atlanta, Houston, Oklahoma City and the state of Tennessee (which voted 63 percent for Leedham overall). Leedham carried St. Louis Joint Council 13 on the strength of his support from CSPF Teamsters. In Ohio, Leedham captured 49 percent of the vote overall and and a clear majority of the CSPF vote.

Across the Midwest the pattern continued, including Des Moines Local 90 and Detroit Local 243. Hopefully the Hoffa leadership will get the message. It is time for change in the Central States, and in the pension policies of the IBT.

▶ **Teamsters want information:** Hoffa hid the crisis at Central States until after members ratified the national contracts. The International Union should stop keeping members in the dark and ask all Teamster pension trustees to make the facts and options available to members before benefit cuts are made.

▶ **Teamsters want to stand up to the cuts:** After employers demanded benefits cuts in the Central States, the Hoffa administration and our union trustees spent three years defending the cuts instead of mounting a fight to protect our pensions. The UPS negotiations are an opportunity to reverse course and unite Teamsters to stand up to our union's biggest, most profitable employer and say no more cuts.

▶ **We need to organize new employers into our pension funds:** Organizing UPS Freight would bring more than 12,000 new participants into our funds. Elsewhere, we can add tens of thousands more Teamsters into the funds without organizing a single unorganized worker. In the West, New England and upstate New York UPS part-timers are in Teamster plans. But part-timers are excluded from the Central States Pension Plan and other Eastern funds. All UPS part-timers need to be brought into Teamster benefit plans in the new contract.

Keep the Pressure On to Save Our Benefits

"Sixty percent of Georgia Teamsters voted for Tom Leedham and a big part of the reason is we want our International Union to fight harder to protect our pensions and benefits. That's the challenge ahead.

"TDU will support any fight launched by the International Union to defend our benefits. And we will continue to inform members so we can put the pressure on the employers, and on Hoffa when necessary, to save and strengthen our benefits."

Scott Webber, Recording Secretary
Local 728, Atlanta

Election Results by Local

Central Region

Local	L	H	Turnout
L 6	*173*	*159*	*29%*
L 600	602	624	41%
L 604	*252*	*7*	*58%*
L 610	109	117	17%
L 618	158	274	15%
L 682	133	277	19%
L 688	*950*	*732*	*20%*
L 833	*64*	*51*	*17%*
JC 13	***2,441***	***2,241***	***23%***
L 142	209	601	18%
L 179	168	298	18%
L 301	94	267	17%
L 303	29	43	20%
L 325	*208*	*195*	*29%*
L 330	61	212	16%
L 673	152	407	18%
L 703	217	595	19%
L 705	*1,872*	*1,851*	*21%*
L 706	28	158	31%
L 710	1,234	2,986	30%
L 714	218	835	13%
L 726	470	742	29%
L 727	81	1,020	22%
L 731	305	695	17%
L 734	98	383	25%
L 743	412	615	9%
L 744	112	300	13%
L 754	64	104	18%
L 777	21	157	11%
L 781	88	292	9%
L 786	253	327	26%
JC 25	**6,394**	**13,083**	**19%**
L 100	*740*	*378*	*28%*
L 114	41	89	13%
L 661	14	34	10%
L 1199	53	96	17%
L 1717	5	33	20%
JC 26	***853***	***630***	***23%***
L 4	30	84	34%
L 90	*270*	*113*	*32%*
L 120	817	1,925	28%
L 160	74	109	16%
L 238	549	958	22%
L 289	34	100	12%
L 320	624	985	17%
L 346	161	250	17%
L 421	77	333	32%
L 471	67	115	14%
L 638	786	938	31%
L 792	139	220	19%
L 970	68	221	15%
L 974	115	148	15%
L 1145	177	261	24%
JC 32	**3,988**	**6,760**	**22%**
L 43	77	119	14%
L 75	187	424	21%
L 200	650	848	32%
L 344	678	780	29%
L 563	*138*	*132*	*23%*
L 579	57	103	17%
L 662	280	445	15%
L 695	*424*	*399*	*15%*
JC 39	**2,498**	**3,261**	**22%**
L 24	*308*	*257*	*39%*
L 40	*68*	*65*	*14%*
L 52	47	180	19%
L 92	184	282	19%
L 244	25	38	8%
L 284	233	277	15%
L 293	105	151	15%
L 336	24	44	14%
L 348	110	271	22%
L 377	339	363	19%
L 400	43	71	15%
L 407	*1,098*	*570*	*38%*
L 413	*585*	*473*	*32%*
L 416	28	73	8%
L 422	4	26	10%
L 436	211	298	19%
L 473	96	152	23%
L 507	257	448	28%
L 510	30	56	19%
L 637	64	121	15%
L 957	*716*	*551*	*29%*
L 964	138	143	28%
L 1164	13	32	12%
L 1224	43	97	21%
JC 41	**4,769**	**5,039**	**23%**
L 7	*218*	*164*	*15%*
L 51	45	112	18%
L 164	*120*	*113*	*17%*
L 214	251	577	9%
L 243	*612*	*327*	*24%*
L 247	132	300	10%
L 283	46	128	12%
L 299	599	894	32%
L 328	92	171	17%
L 332	248	278	15%
L 337	236	661	13%
L 339	63	94	14%
L 372	61	82	17%
L 406	522	569	20%
L 486	172	283	21%
L 580	169	180	21%
L 614	274	300	22%
L 1038	20	179	26%
L 2040	11	16	17%
JC 43	**3,893**	**5,441**	**17%**
L 20	647	889	22%
L 908	105	115	17%
JC 44	**753**	**1,018**	**21%**
L 41	1,035	1,228	37%
L 245	271	390	24%
L 541	78	248	18%
L 554	*298*	*776*	*32%*
L 696	111	397	34%
L 795	130	221	27%
L 823	46	149	26%
L 838	47	135	10%
L 955	118	219	24%
JC 56	**2,134**	**3,763**	**29%**
L 26	181	305	18%
L 50	97	165	12%
L 279	24	96	20%
L 347	26	82	15%
L 371	*256*	*192*	*26%*
L 525	79	167	14%
L 627	112	336	19%
L 722	119	193	22%
L 916	243	424	21%
JC 65	**1,137**	**1,960**	**19%**
L 135	1,156	1,402	18%
L 215	167	548	26%
L 364	260	331	12%
L 414	235	506	32%
L 716	37	109	10%
L 1070	7	18	14%
L 2001	7	15	13%
JC 69	**1,869**	**2,929**	**19%**
L 116	46	200	22%
L 749	93	283	31%
JC 82	**139**	**483**	**26%**
L 89	1,340	1,461	22%
L 236	*67*	*49*	*22%*
L 651	*465*	*277*	*27%*
L 783	220	423	17%
L 2727	124	259	32%
JC 94	**2,216**	**2,469**	**22%**
CSX (NOR)	85	287	20%
BNSF 150	214	664	25%
BNSF 180	40	142	22%
UP (NOR)	97	172	25%
CP	50	68	21%
GTW RR	11	28	17%
UP (CEN)	*247*	*238*	*32%*
NS (EAS)	54	84	19%
NS (NOR)	143	299	21%
WC RR	25	59	29%
BLET	**976**	**2,071**	**23%**
ASF	68	225	19%
AT&SF	89	339	19%
BURL	109	446	32%
BURNOR	192	309	25%
C&EI	7	31	37%
C&NW	85	336	37%
CMSTPP	34	94	31%
CRSF	124	474	32%
DM&IR	10	23	25%
ICGF	53	95	15%
NPW&LE	21	55	24%
SOO	5	54	22%
SWFED	10	54	21%
WCSD	29	53	24%
BMWED	**840**	**2,604**	**26%**
124C	*14*	*11*	*14%*
128N	20	47	20%
135C	10	12	15%
13N	5	24	9%
17M	25	42	16%
1B	26	58	13%
2289M	19	69	10%
235M	22	82	13%
29C	8	52	22%
32M	10	13	18%
38N	6	23	27%
411M	6	23	22%
49C	5	17	7%
508M	38	93	11%
518M	11	22	12%
546M	64	70	17%
555S	3	25	17%
571M	7	56	25%
577M	73	108	19%
619M	4	40	14%
6505M	45	199	16%
65B	10	24	11%
705S	8	28	15%
727S	3	23	18%
761S	7	34	16%
774S	2	25	12%
77P	70	115	17%
7N	6	29	13%
GCC	**605**	**1,515**	**10%**
Central	**35,505**	**55,267**	**21%**

Southern Region

L 657	254	417	22%
L 747	*242*	*96*	*14%*
L 919	47	66	23%
L 968	25	52	4%
L 988	*383*	*365*	*21%*
JC 58	**951**	**996**	**17%**
L 79	357	846	37%
L 173	40	181	17%
L 385	445	781	19%
L 512	*197*	*168*	*15%*
L 528	298	377	21%
L 728	*1,369*	*724*	*36%*
L 769	664	1,057	24%
L 947	23	39	12%
L 1129	38	53	25%
JC 75	**3,431**	**4,226**	**25%**
L 19	151	326	21%
L 568	*156*	*121*	*28%*
L 577	96	119	7%
L 745	437	1,905	44%
L 767	377	489	19%
L 886	*326*	*323*	*26%*
L 997	31	113	17%
JC 80	**1,574**	**3,396**	**26%**
L 5	32	41	12%
L 217	*69*	*55*	*34%*
L 270	*182*	*162*	*14%*
L 402	75	76	25%
L 519	*566*	*242*	*35%*
L 549	*154*	*22*	*39%*

Guide to Using This Chart

Votes are tallied by Local Union, and listed here by Joint Council or Affiliated Union within each region. L = Leedham votes, H = Hoffa votes, Turnout = tallied votes as a percentage of Local membership.

Note that 18,434 additional votes were challenged and not tallied; the great majority of these would have been valid votes, but were not verified as they were not determinative in the outcome. Locals with less than 21 votes are not included on this list. Check www.leedham2006.org/vote for a complete list of local tallies.

Tom Leedham received 92,444 votes, 35 percent of the total. Hoffa was re-elected with 174,963 votes.

L 612	255	257	23%
L 891	*399*	*368*	*37%*
L 991	174	247	25%
L 1196	4	29	4%
JC 87	***1,910***	***1,506***	***25%***
L 327	132	295	31%
L 373	*84*	*61*	*19%*
L 480	*988*	*521*	*51%*
L 516	78	98	25%
L 523	32	106	22%
L 667	*847*	*437*	*49%*
L 878	359	364	24%
L 984	58	161	19%
JC 88	***2,578***	***2,043***	***35%***
BNSF 40	147	401	19%
BNSF 160	8	47	17%
IC RR	39	117	24%
KCS/LA	18	55	21%
UP (SOU)	145	228	20%
CSX (EAS)	62	224	19%
TIW	105	274	20%
BLET	**524**	**1,346**	**20%**
AEF	149	646	25%
FRISCO	23	149	24%
MOPAC	87	335	19%
SEAB	15	67	18%
SOU	59	223	21%
SPATL	40	164	15%
BMWED	**373**	**1,584**	**21%**
121C	9	23	11%
197M	17	23	10%
367M	5	16	17%
400C	5	20	18%
527M	2	19	6%
527S	19	35	7%
694M	5	25	14%
8M	12	46	17%
GCC	**96**	**275**	**10%**
South	**11,437**	**15,372**	**24%**

Eastern Region

L 61	*257*	*103*	*41%*
L 71	*668*	*249*	*35%*
L 391	791	1,554	35%
L 509	286	410	22%
JC 9	**2,002**	**2,316**	**32%**
L 1	*75*	*41*	*42%*
L 25	761	1,795	31%
L 42	47	141	24%
L 49	10	86	21%
L 59	118	159	18%
L 82	*183*	*148*	*58%*
L 122	18	205	30%
L 127	31	213	29%
L 145	21	94	14%
L 170	551	775	32%
L 191	92	254	17%
L 251	476	917	24%
L 259	31	123	36%
L 340	211	577	21%
L 379	110	257	29%
L 404	169	182	21%
L 443	94	309	13%
L 493	88	231	30%
L 559	*109*	*94*	*24%*
L 597	*131*	*89*	*27%*
L 633	286	834	33%
L 653	*306*	*281*	*30%*
L 671	155	412	24%
L 677	172	230	18%
L 1035	*190*	*42*	*32%*
L 1150	440	669	32%
JC 10	**4,875**	**9,158**	**26%**
L 72	187	309	20%
L 111	71	513	28%
L 202	49	788	25%
L 210	175	767	9%
L 237	974	2,453	16%
L 272	129	294	7%
L 282	52	692	21%
L 295	67	1,261	49%
L 338	9	74	16%
L 445	60	375	16%
L 456	*425*	*193*	*17%*
L 550	27	260	41%
L 553	39	134	13%
L 584	38	151	16%
L 707	168	541	26%
L 802	64	151	14%
L 803	*29*	*27*	*5%*
L 804	*1,189*	*826*	*29%*
L 805	*185*	*100*	*24%*
L 807	53	303	20%
L 808	53	160	15%
L 810	53	275	8%
L 812	107	644	21%
L 813	187	263	14%
L 814	81	148	24%
L 817	29	76	35%
L 831	84	939	17%
L 832	6	17	4%
L 851	19	396	40%
L 854	68	124	13%
L 858	19	111	27%
L 901	36	258	8%
L 917	38	213	10%
L 966	23	88	8%
L 1205	23	294	24%
JC 16	**4,816**	**14,218**	**17%**
L 126	1	24	28%
L 182	81	269	17%
L 294	171	595	24%
L 317	220	567	24%
L 529	44	85	14%
L 669	60	109	19%
L 687	42	206	19%
L 693	33	140	19%
L 1149	*165*	*125*	*45%*
JC 18	**817**	**2,120**	**22%**
L 8	88	339	19%
L 30	226	437	28%
L 110	113	250	24%
L 205	88	370	17%
L 211	32	200	61%
L 249	381	698	30%
L 250	124	225	23%
L 261	46	136	13%
L 341	26	55	21%
L 397	85	170	17%

A Message from Tom Leedham

Thank You for Working to Rebuild Teamster Power

One year ago, we launched this campaign to rebuild Teamster Power. I want to thank Teamster members for the tremendous support you've shown and for the sacrifices you've made to strengthen our union.

From the beginning, I said "I am the candidate, but this is your campaign." And you rose to the occasion every step of the way. You collected 55,000 petition signatures in just over a month to officially accredit our slate.

When it came time for the convention, Hoffa pulled out all the stops to block our nomination and deny members a choice. He failed. Working Teamsters ran for convention delegate and won—and saved Teamster democracy and members' Right to Vote.

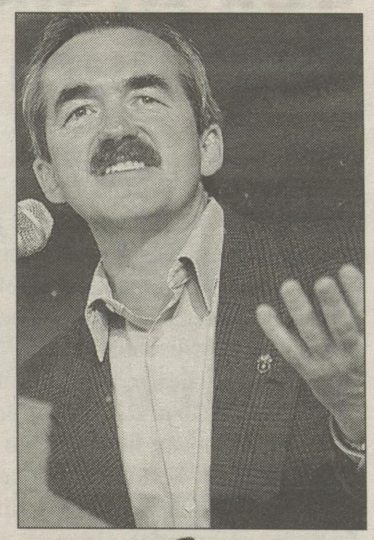
Our slate stayed out of the mud, because the issues were on our side. But having the issues doesn't mean much unless you're able to take your message to the members. Our campaign reached hundreds of thousands of Teamsters, because working Teamsters made it happen—campaigning before and after work, and taking time off.

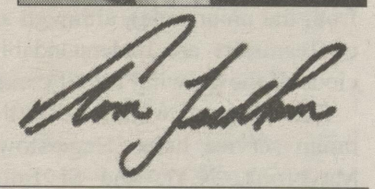
I'm also honored to have worked with the entire Strong Contracts, Good Pensions Slate—dedicated, progressive, Teamster leaders one and all.

All Teamsters are frustrated with the low voter turnout. That low turnout is a symptom of the larger problem that Teamster members have been locked out of participation in our union. It's not enough for Teamster leaders to ask members to vote once every five years. We have to dismantle the barriers to participation and get back to involving and mobilizing Teamster members—the real source of union power.

I urge all Teamsters to get involved in our union's contract campaigns and organizing drives. Corporate America is on the attack against our contracts, our benefits and our future. Get behind our elected leaders when they mobilize Teamsters to take on corporate greed. And hold our leaders accountable when they fail to do so.

Thank you for your participation in this campaign, your dedication to your union, and the sacrifices you have made for a stronger Teamsters Union and more powerful labor movement.





L 491	40	234	25%
L 538	54	102	17%
L 585	30	137	19%
L 636	62	144	27%
L 697	29	90	22%
L 926	120	427	20%
JC 40	**1,544**	**4,014**	**23%**
L 118	212	715	22%
L 264	396	574	21%
L 375	150	228	30%
L 449	271	320	28%
JC 46	**1,029**	**1,837**	**23%**
L 77	84	195	19%
L 107	255	659	44%
L 115	191	353	21%
L 169	53	134	14%
L 229	268	313	26%
L 312	59	152	14%
L 326	107	269	27%
L 331	48	205	14%
L 384	304	467	21%
L 401	70	221	19%
L 429	329	591	24%
L 463	116	530	28%
L 470	69	241	29%
L 500	44	396	29%
L 502	10	48	8%
L 623	129	471	17%
L 628	56	362	35%
L 676	172	628	20%
L 764	68	128	15%
L 771	*354*	*220*	*26%*
L 773	347	516	24%
L 776	*861*	*738*	*25%*
L 830	170	891	32%
L 837	15	67	8%
L 929	31	181	7%
L 1414	33	198	45%
JC 53	**4,243**	**9,174**	**23%**
L 67	13	23	5%
L 96	29	59	15%
L 639	436	749	14%
L 730	14	240	13%
L 922	12	62	9%
JC 55	**504**	**1,133**	**13%**
L 311	35	89	6%
L 355	342	808	18%
L 453	24	87	21%
L 570	37	144	8%
L 888	5	16	11%
L 992	*167*	*147*	*26%*
JC 62	**610**	**1,291**	**15%**
L 11	65	227	7%
L 35	15	52	5%
L 97	262	629	10%
L 102	71	79	12%
L 125	89	120	11%
L 177	684	1,182	24%
L 408	*66*	*61*	*14%*
L 418	13	22	4%
L 469	47	489	21%
L 478	22	58	10%
L 522	28	428	24%
L 560	174	519	21%
L 641	189	415	22%
L 701	70	531	29%
L 863	188	387	11%
L 877	51	60	18%
L 945	58	81	8%
L 1100	19	26	16%
JC 73	**2,111**	**5,366**	**15%**
L 22	*73*	*50*	*27%*
L 29	86	145	30%
L 95	45	75	23%
L 101	10	51	11%
L 171	*150*	*114*	*26%*
L 322	69	101	15%
L 592	34	119	15%
L 822	53	218	15%
JC 83	**520**	**873**	**19%**
L 175	103	783	26%
L 505	48	148	24%
JC 94	**151**	**931**	**26%**
AMTRAK	91	201	19%
D&H (SPR)	9	43	27%
SAA/CSX(N)	41	122	21%
LIRR	8	53	13%
NJT	18	52	19%
PATH	4	20	14%
SEPTA	6	20	13%
NS (SOU)	199	350	21%
BLET	**381**	**881**	**19%**
CRSD	20	62	15%
NE	23	101	27%
PENN	172	403	23%
BMWED	**219**	**573**	**23%**
119B	10	61	24%
12N	5	47	24%
137C	24	93	12%
144B	6	26	13%
14M	53	185	23%
16N	16	64	27%
17B	9	26	9%
1C	3	20	10%
1L	24	98	10%
1SE	1	25	51%
24M	13	37	18%
259M	5	28	7%
285M	8	43	13%
2N	27	100	22%
3N	14	103	21%
406C	31	211	25%
447S	3	26	6%
4C	11	76	17%
503M	9	28	13%
51-23M	1	43	15%
600M	17	56	12%
612M	10	41	14%
72C	13	52	14%
735S	30	69	14%
898M	6	27	10%
8N	14	55	24%
9N	7	63	41%
GCC	**417**	**1,870**	**14%**
East	**24,171**	**55,627**	**20%**

Western Region

L 2	167	276	15%
L 17	173	410	28%
L 104	358	824	18%
L 190	118	186	20%
L 222	180	630	28%
L 267	43	115	30%
L 435	206	763	18%
L 483	56	123	25%
L 492	174	404	24%
L 537	102	402	18%
L 752	7	14	10%
L 961	74	170	9%
L 983	*71*	*62*	*16%*
JC 3	**1,729**	**4,379**	**19%**
L 15	14	113	33%
L 70	178	623	20%
L 78	226	400	11%
L 85	40	154	26%
L 278	75	143	12%
L 287	130	264	19%
L 315	146	232	13%
L 350	28	215	12%
L 490	114	205	14%
L 624	112	128	13%
L 665	124	276	10%
L 853	168	872	21%
L 856	142	327	8%
L 890	95	209	5%
L 912	39	59	6%
JC 7	**1,631**	**4,220**	**13%**
L 38	138	209	8%
L 117	728	1,344	17%
L 174	*1,287*	*1,028*	*33%*
L 231	135	158	12%
L 252	138	222	14%
L 313	113	198	17%
L 589	92	146	15%
L 690	160	476	23%
L 760	187	389	11%
L 763	259	397	19%
L 839	78	128	14%
L 959	246	437	14%
JC 28	**3,561**	**5,132**	**18%**
L 58	101	225	20%
L 81	145	267	45%
L 162	*621*	*417*	*22%*
L 206	*687*	*53*	*26%*
L 223	128	134	13%
L 305	285	690	24%
L 324	*268*	*138*	*25%*
L 670	161	287	10%
L 962	158	238	23%
JC 37	***2,554***	***2,449***	***21%***
L 87	52	56	10%
L 137	90	145	12%
L 150	323	406	12%
L 228	71	163	8%
L 386	108	206	10%
L 431	77	179	10%
L 439	220	580	18%
L 517	56	129	11%
L 533	77	257	18%
L 601	94	186	9%
L 948	188	333	9%
JC 38	**1,356**	**2,640**	**12%**
L 14	156	226	15%
L 36	32	92	10%
L 63	469	2,458	22%
L 166	131	387	10%
L 186	47	181	14%
L 381	41	80	9%
L 396	588	1,105	17%
L 399	93	773	22%
L 481	*110*	*104*	*7%*
L 495	174	522	10%
L 542	161	486	11%
L 572	347	631	10%
L 578	35	105	5%
L 630	200	554	12%
L 631	533	634	20%
L 683	56	122	9%
L 848	273	1,074	20%
L 896	215	219	16%
L 911	156	344	8%
L 952	436	1,205	17%
L 986	298	771	10%
L 995	76	289	13%
L 996	308	1,017	22%
L 2004	10	68	13%
JC 42	**4,945**	**13,447**	**15%**
UP (WES)	247	267	24%
UP (EAS)	118	221	32%
UP (WES)	157	204	28%
BLET	**525**	**709**	**27%**
MT&PLS	23	104	20%
PACFED	60	174	15%
UNPAC	123	378	20%
BMWED	**206**	**656**	**19%**
116C	*17*	*4*	*16%*
388M	148	581	11%
404M	19	59	8%
468S	2	49	38%
4N	*51*	*27*	*19%*
583M	22	52	14%
767M	58	79	15%
GCC	**341**	**888**	**10%**
West	**16,838**	**34,452**	**15%**

Canada

L 855	28	130	16%
L 927	52	107	13%
L 979	85	235	20%
L 31	364	1,062	23%
L 155	75	122	23%
L 213	296	974	14%
L 464	47	160	14%
JC 36	**782**	**2,318**	**18%**
L 91	120	177	12%
L 230	64	218	14%
L 419	80	503	18%
L 647	89	209	11%
L 847	80	427	18%
L 879	15	413	9%
L 880	168	383	27%
L 938	542	1,215	18%
L 1979	50	87	10%
JC 52	**1,208**	**3,632**	**16%**
L 362	147	417	12%
L 395	39	91	12%
L 987	80	207	7%
JC 90	**266**	**715**	**10%**
L 69	58	283	13%
L 106	194	608	12%
L 931	139	425	10%
L 973	32	119	8%
L 1998	16	245	11%
L 1999	269	2,098	20%
JC 91	**708**	**3,778**	**14%**
TCRC	**367**	**547**	**11%**
BMWED	**121**	**330**	**29%**
100M	40	256	13%
41M	37	281	28%
524M	6	34	22%
555M	65	264	15%
GCC	**148**	**835**	**17%**
Canada	**3,715**	**12,540**	**16%**

Proposed Change of Operations

Yellow Moves to Expand Premium Service

Yellow has submitted a proposed change of operations that would move 199 Teamsters in the East, South and Central Regions. Management proposes to open 53 new bids for Premium Service Employees (PSEs, or combo jobs), as it expands its premium service operation in the East and Midsouth.

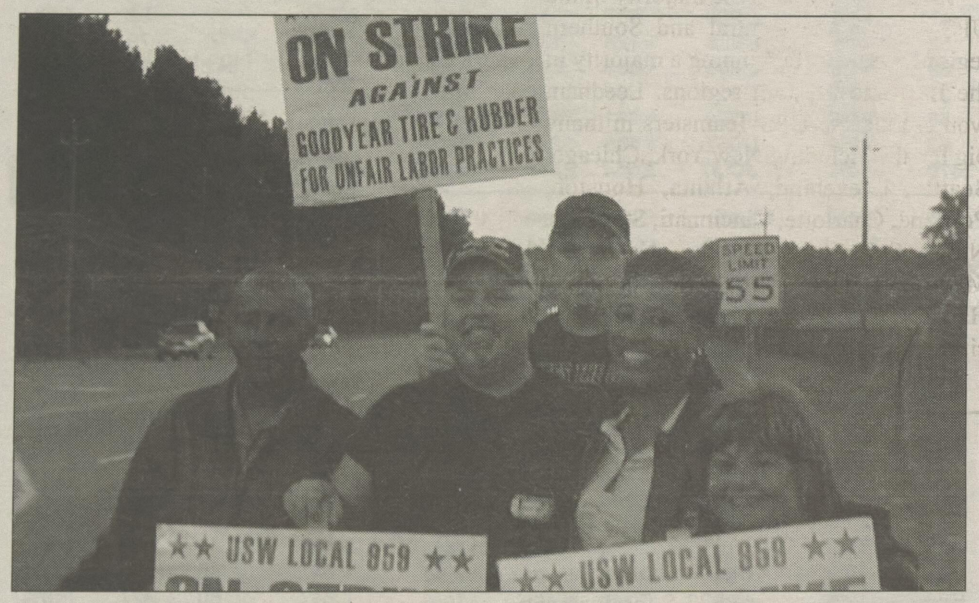
The union hearing on the change is scheduled for Jan. 22 in Myrtle Beach, S.C. The company hopes to bid just one week later, on Feb. 1. It is likely to be approved (perhaps with modifications from the union side), although a number of Teamsters are understandably suspicious of the growing use of combo jobs.

The proposal would set up three premium service hubs (Hagerstown; Md., Maybrook, N.Y.; and St Louis) and expand the existing three Midwest hubs (Coldwater, Mich.; Cincinnati; and Richfield, Ohio). Lancaster, Pa. Local 771 is slated to be hit hard, losing 126 jobs, as Hagerstown gains 90, establishing it as a new breakbulk.

The PSEs would be distributed to many end-of-line terminals, one or two each, with several concentrated at the hubs. They operate on a Sunday-Thursday bid. Cartage workers (but not road drivers) can bid at each terminal on the new combo jobs.

Yellow established the first combo drivers—allowed for the first time under the 2002 NMFA—in February 2005. They now want to expand the operation.

Technically there are two changes of operations, since PSEs must be set up as a separate board. They will be heard together by the union panel on Jan. 22. Copies of the two proposals are available at www.tdu.org.



United Steel Workers strikers, joined by Nichele Fulmore (second from right), a Local 391 UPS Teamster, picket in Fayetteville, N.C. 15,000 members of the United Steel Workers are on strike at 16 tire plants in the U.S. and Canada, resisting management's demand for a 50 percent pay cut for new hires and a four-tier wage system. Fulmore and other Teamsters organized a solidarity Thanksgiving feast for strikers at the Fayetteville plant.

Pro-Worker Bill in Congress

The Employee Free Choice Act would amend the National Labor Relations Act to provide stronger protections for workers who want to form unions. 270 members of Congress have cosponsored the bill. Here is a comparison of organizing conditions now, and under the proposed amended NLRA:

Current Practice

Union-busting: The only penalty for illegally firing a union activist is to reinstate the employee with back pay. Other illegal activities are penalized by requiring the employer to post a notice saying they won't break the law any more.

NLRB Elections: Employers require workers go through a lengthy election process. They use lawyers to drag out the process and wage an antiunion campaign.

Bad Faith Bargaining: Once workers win an election, the boss often refuses to bargain. They know that if they can drag the process out, they may be able to convince workers to decertify the union.

Practice Under Proposed Legislation

Penalties for Union-busting: Employers who illegally fire activists during an organizing campaign would pay triple back pay. Other violations of organizing rights would carry fines up to $20,000.

Card Check: Workers would sign up a majority of their co-workers on representation cards to form a union (this is the process for organizing unions in Canada and Western Europe).

Arbitration for First Contracts: If no contract is reached in 120 days of forming a union, outstanding issues would be decided by an arbitrator.

Freight Lines

Yellow's Office Change of Operations

Yellow's proposed Office Change of Operations reared its head again and will be heard just days after this is printed, on Dec. 7 in Kansas City. The proposal would move work to Sioux Falls, but not move a single Teamster.

It was first slated to be heard in September, but postponed after a barrage of questions and protests from members, stewards and locals. Teamsters are concerned that the real goal of the proposal is to relieve management from paying grievances when Teamsters wrongfully lose their office work.

Once again stewards and concerned local leaders plan to speak out against it, and call for it to be withdrawn or denied.

Tonnage Down, YRC Profits Up

The economy appears to be slowing if freight industry figures are the indicator. Teamster drivers agree, based on their experiences this fall. Most carriers reported declines in tonnage in the third quarter and weren't predicting significant improvements in the fourth quarter peak season. Net profits at ABF slipped 22 percent. Bob Davidson, chairman of Arkansas Best, stated that "Something unusual is taking place and I don't pretend to understand it." Yellow Roadway CEO Bill Zollars is optimistic and said that "This doesn't feel anything like the 2000 time frame as we were going into a recession." YRC profits rose 12.4 percent in the third quarter to a record $95.9 million. He expects profits to grow more in 2007.

FedEx Freight Expands in Canada

According to Patrick Reed, Chief Operating Officer of FedEx Freight, "within three-to-five years we want to be a major player in Canadian LTL." FedEx plans to use its recent purchase of Watkins Motor Lines as a springboard. Watkins, now FedEx National LTL, will be known to the north as FedEx Freight Canada. FedEx may start using truck-rail intermodal transportation in Canada—something they have shied away from in the US because of service issues. FedEx Freight (non-union) ranks second to YRC (union) among North American LTL carriers.

DHL Won't See Profits Until 2009

In a recent report to shareholders and analysts, the Deutsche Post chief financial officer reported that DHL won't reach profitability until 2009. He did say DHL "achieved a trend reversal" this year. When DHL bought Airborne Express the company predicted profits by 2006.

Democrats Take Lead in Congress

Representative James Oberstar (D-MN) is slated to become chair of the House Transportation and Infrastructure Committee in January. Oberstar is vocal in his opposition to triples. He has also called for more vigorous enforcement of the hours-of-service regulations. Daniel Inouye (D-HI) is expected to chair the Senate Commerce, Science and Transportation Committee. That panel oversees the Department of Transportation and the Federal Motor Carrier Safety Administration.

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Management Imposes More Benefit Cuts; More Issues Await

Round One in Early Bargaining Goes to UPS

"The union plans to address pensions and healthcare first."

IBT press release on UPS early bargaining, Oct. 2, 2006

Less than two months after the IBT announced that it would "address pension and healthcare first" in UPS bargaining, the company imposed a 30 percent pension cut on thousands of UPS Teamsters in New York City (see article on page 3).

In pushing through the cuts over the objections of Local 804, management was testing our International negotiators.

Local 804 is one of our union's largest UPS locals and, as the first local to win 25-and-out retirement, a symbol of top-notch Teamster benefits.

If the Hoffa administration was serious about protecting Teamster benefits through early bargaining, this was a place to make a stand. Instead, they took a pass and thousands more Teamsters took a pension cut.

It's time to put reality to the promise to "address pensions and health care first."

More Issues At Stake

Pensions are just the beginning. There are many other issues left unresolved in Hoffa's "Best Contract Ever" that can't be neglected again.

▶ **Organizing UPS:** We have to win the right to organize UPS Freight, without a union-busting campaign by management.

▶ **Excessive Overtime:** We have to win protections against unwanted excessive overtime, and make our jobs livable, so we can make it to retirement.

▶ **Full-Time Jobs:** We have to win more full-time jobs, at least 2,500 per year.

▶ **Fairness for Inside Workers:** We have to win justice and upgrade the wages of full-time insiders and combo jobs (22.3), and upgrade the miserable $8.50 part-time base wage.

These are issues that all UPS Teamsters can unite around to win.

UPS Teamsters Vote Leedham in Big Numbers

Hoffa Can Reach Out, Build Unity

The IBT election is over, and James Hoffa won the power to oversee the union's bargaining with UPS. A centerpiece of Hoffa's election strategy was to win big at UPS, our union's largest employer. He didn't. Despite outspending Leedham 10-1 and with 90 percent of local officials campaigning for him, Hoffa had to settle for no better than half of the UPS vote.

Tom Leedham won the majority of the UPS vote in the Central and Southern regions, with Hoffa winning a majority in the East and Western regions. Leedham won among the UPS Teamsters in many big locals, including New York, Chicago, Seattle, Cleveland, Atlanta, Houston, Portland, Charlotte, Cincinnati, St. Louis, New Orleans, Detroit, Nashville, Memphis, Des Moines, Columbus, Harrisburg, Pa. and a number of other cities and some states.

Hoffa won his share of big locals as well, but the point is that UPS Teamsters did not unite behind Hoffa as he hoped, but voted in large numbers for a new direction.

Hoffa has the opportunity to reach out to tens of thousands of UPS Teamsters who voted for Leedham, and tens of thousands more who declined to vote, by taking a unifying and aggressive approach to UPS bargaining. Now is the time.

What could unify our members? The kind of year-long contract campaign in 1997 that won the hearts of our members, the strike, and a break-through contract.

We have the power at UPS. The key to that power is a united, informed and active membership.

TDU will work hard to make this happen, and will get behind any leadership program that moves it forward.

Ask the Teamster Troublemaker

How Do I Get More Support for My Grievances?

If I'm a steward, do I have the right to demand that another steward sign my grievance? Does that come under "duty of fair representation?"

Many times, I've asked other stewards to sign off on big grievances with me, because I think the union would be more effective if we worked together to attack difficult managers and problems at the workplace. It's also good to have a witness at the meeting. I'm usually faced with a "do-it-yourself" attitude. Yes, I'm a steward, but I'm already in danger of retaliation from a manager that seems eager to fire me. I'm constantly wondering what will happen if I stick my neck out any further with grievances.

Lots of grief but no support

Dear Grievant:

You're right when you say our union is more effective when "we work together to attack difficult managers and problems at the workplace."

The Troublemaker's advice to you is to forget about a Duty of Fair Representation charge (DFR). Follow your own advice about taking a group approach.

Your fellow stewards aren't the only ones who can co-sign a big grievance. Any Teamster can sign off on a grievance. When the Troublemaker has a big issue in the shop, one of the main tactics I use is a "group grievance." I write up the grievance and then circulate it like a petition. The signatures send a message to management (and to my BA when he needs it) that this is a high priority issue, not just a gripe.

I don't pull the trigger on this tactic every time there's a grievance. I save it for big problems. It's easier to get people to put their John Hancock down if they have a stake in the problem.

I always start by collecting the signatures of strong (or pissed off) members. By the time I ask members who are more gun-shy, there are already a few signatures. When I say, "Look everybody's signing as a show of unity," that's usually enough to do the trick.

If you build some momentum with the signatures, those other stewards might just get on board. It might not hurt to have another member or two with you when you ask them to sign.

Group grievances will take more legwork but sometimes are worth it. DFR charges are sometimes necessary but usually ineffective. Charges aren't going to build union solidarity or win you grievances.

Keep your eyes on the prize and organize. TDU can help. You should join (if you haven't). Like you said, we're more effective when we work together.

Who is the Teamster Troublemaker?

Employers are quick to label any Teamster who sticks up for the contract or questions management's authority as a "troublemaker." Ask the Teamster Troublemaker is a column dedicated to spreading the information that "troublemakers" need to enforce members' rights and build a stronger Teamsters Union.

If you have question or comment for the Teamster Troublemaker, call TDU at (313) 842-2600 or email us at info@tdu.org.

UPS & Downs

Teamsters Organize FedEx Ground Stations

In an historic win, our union has organized two FedEx Ground stations near Boston. Workers voted 22-8 for Teamster Local 25 at the two small stations.

Instead of recognizing the union and bargaining, FedEx intends to challenge the union victory at the NLRB and court, to drag it out. FedEx Ground drivers are contractors who buy their own trucks, but the NLRB has ruled that they are employees.

The union has lost most earlier organizing attempts at FedEx, so this victory could mark a positive trend. Organizing FedEx Ground (along with FedEx Freight and FedEx Express) is a long-term priority for Teamster strength. Local wins like this one can help spark a movement, but it will take a major commitment by the International Union to finish the job.

UPS Buys More Congressmen Than Any Company

An academic study by three economists entitled "Corporate Political Contributions and Stock Returns" and reported in the *New York Times* indicates that in recent years UPS has donated PAC money to more Congressional candidates than any other corporation. UPS's corporate PAC gave to 629 Congressional and Senate candidates from October 1999 to October 2004.

The study found that corporate buying of Congressional influence has a positive effect on stock price. It shows a statistical correlation between the number of candidates receiving money from a corporation, and increases in share value. It also indicates that corporations that spread their money around to many Congressional candidates get the most benefit.

UPS Quarterly Profits Break Record

UPS's third-quarter after-tax profits rose to $1.04 billion, with strong growth in domestic and international shipments. Profit in the largest business line, domestic packages, rose 8.8 percent and international profits jumped 22 percent.

UPS reported only one weak spot: integration of Menlo Forwarding (UPS Cartage Services Inc.) and Overnite (UPS Freight).

Third-Party Outsourcing in Louisville, Ky.

Kroger Teamsters Fight to Protect Jobs, Contract

Kroger Teamsters in Louisville are fighting for their jobs and their future in the wake of the grocery giant's decision to turn over ownership and operations of its Kentucky Distribution Center to third party logistics companies.

Just one year into a six-year contract with Local 89, Kroger announced it would sell the warehouse to Zenith Logistics and the transportation operations to Transervice Logistics.

Zenith immediately threatened Teamsters with drastic pay and benefit cuts. The company admitted this was largely a scare tactic, but a real threat looms: job cuts. When Zenith has acquired other Kroger warehouses, management has eliminated the most desirable Teamster jobs.

Local 89 has threatened to strike as soon as Zenith takes over unless they get a signed agreement from Kroger that workers' pay, benefits, and jobs will be protected. Local 100 in Cincinnati and Local 135 in Indianapolis agreed to honor picket lines extended to the Zenith (Kroger) warehouses there.

"We're in a fight and we've got to stick together. Extending picket lines gives us real power, and we've got to use it if it comes to that. Our future's at stake."

Mark "Gator" Horsley
Local 89, Kroger
Louisville, Ky.

As we go to press, Kroger has delayed the transfer of the facility to Zenith and Transervice while negotiations continue. Progress has reportedly been made on pay and benefit issues, but the protection of jobs remains a sticking point.

Members want Kroger to preserve the routes currently serviced by Louisville Teamsters and to protect salvage, receiving, loading and porter jobs.

"What we're afraid of is that Zenith is going to contract out these jobs to cut wages and costs," said Nathan Perrett, a Local 89 Teamster at Kroger.

"These are the jobs that you turn to when you've been doing warehouse work for 20 years and we can't let Zenith take them away," said Mark "Gator" Horsley, a Kroger Teamster. "If those jobs are eliminated, you put people in an impossible position. Your body can't do the back-breaking work anymore but you've got ten years to go to get your pension."

Zenith is also reported to be going after changes in the attendance policy and work rules that cap overtime and guarantee Monday-to-Friday scheduling for some employees.

Kroger has admitted that its mismanagement of the facility is what has caused them to go third party.

"Teamster members shouldn't have to pay the price for Kroger's decision to go third party," said Frank Halstead, a Ralphs (Kroger) warehouseman from Los Angeles who temporarily worked in Louisville when Teamsters came from other facilities to try and minimize the forced overtime on Local 89 members. "We may not be able to stop Kroger from going third party, but we've got to protect our jobs and industry standards."

Kroger has gone third party in many cities, including Denver, Indianapolis, Cincinnati, Atlanta, and Detroit.

The Teamster Warehouse Division needs to help local unions win successor language that guarantees that third party logistics companies will honor the terms of Kroger's agreements.

Louisville is in the front line of the fight and all Teamsters need to support this struggle. "We're in a fight and we've got to stick together," Horsley said. "Our ability to extend picket lines gives us real power and we've got to use it if it comes to that. Our future's at stake."

San Francisco *Chronicle*

Newspaper Teamsters Told 'Vote Till You Get it Right'

Teamster members of GCC Local 4-N at the San Francisco *Chronicle* have spent the last few years fighting for a decent contract that upholds industry standards for union pressmen. Despite their united struggle, they were forced to accept concessions by lack of support from the top Teamster leadership.

In an Oct. 13 letter, GCC President (and IBT Vice President-elect) George Tedeschi ordered Local 4-N's leadership to hold a meeting for *Chronicle* workers to vote on whether to ratify a concessionary agreement that he had bargained. At that meeting, the contract was narrowly defeated.

When Tedeschi learned that members had rejected his deal, he ordered the local to conduct another vote, this time set in the workplace, on the company's turf. The contract then passed by a wide margin. The deal includes job cuts, two-tier vacation accrual, mandatory overtime, loss of past practice, and outsourcing of the entire operation in three years.

A Long Struggle

All along, the *Chronicle* workers have had to fight not only the company, but union leaders who seem to have forgotten the meaning of solidarity. First the officers of Teamster mailers and drivers broke ranks with the bargaining coalition to settle agreements that included a no strike clause. When it looked like the Machinists would go on strike and that the members of 4-N would honor the line, Hoffa's special assistant Rome Aloise sent a letter to the drivers reminding them that he would order them to cross it. Aloise and Tedeschi publicly undercut Local 4-N, and echoed the company's claims of poverty even though the company never opened their books to the union.

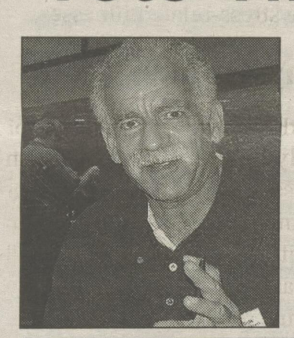
Strategy Needed from IBT

The members of Local 4-N had a hard fight on their hands when they decided to stand up to one of the most powerful companies in the newspaper industry. They deserved the support of top leaders, not ridicule and obstruction.

The ramifications of this contract are likely to ripple throughout the industry if the Teamster leadership fails to develop a strategy to cut concessions off at the pass. Any successful strategy needs two key elements: grassroots solidarity on the ground, and coordination at the top.

"Seventeen years ago the *Minneapolis Star-Tribune* tried to play one union against another by getting the drivers to sign a no-strike clause. TDU activists educated us about the dangers of that, and we voted it down," says Local 638 driver and bargaining committee member Rick Sather. "But now the paper's been bought by a larger corporation and we could use some help from the International to keep our solidarity strong and devise strategies to fight their proposals."

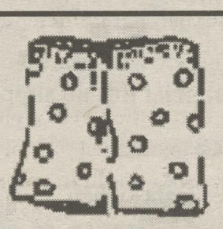
Without a strategy to win and a leadership willing to stand up to the newspapers, Teamsters will have a hard time fighting concessions. The industry is changing rapidly, but it doesn't have to all be on management's terms. The GCC and the IBT need to take advantage of a tradition of shop floor activity and the strategic importance of Teamsters in the newspaper trades to leverage our power.



"Without solidarity, it's easy for the company to pick us off one at a time. The company analyzed the situation well. They knew if they got one union to break, they could get the others."

Kerry Garza
Local 4-N, Secretary-Treasurer Elect
San Francisco

Labor Shorts



Western Officials Off to Waikiki Beach

All local and International officials from the Western Region have been invited by International Vice President Jim Santangelo to spend a week at Waikiki Beach in Honolulu in late February. Then, officials with local pension funds can stay an extra week in early March at a pension trustee educational. Some local officials have pointed out to Santangelo their embarrassment at having to face questions from members about these union-paid trips to tropical resorts. He has refused to budge. Also, some local officers want to attend the pension trustee conference, but find the Hawaii trip expensive and time-consuming.

Teamsters or CEOs?

Jim Santangelo, the same one who holds his conferences at Waikiki Beach, signs his letters as the "CEO" of Local 848. This terrible idea, local Teamster leaders calling themselves the "CEO" of the local, started with him in Los Angeles and seems to be spreading in the West. Should our local unions be imitating the worst in corporations? We don't think so.

Central Officials: Off to Vegas, Florida

The party is back on in the Central Region, too. The 2007 UPS grievance panels for the Central Region will be held at resorts in Florida and Las Vegas. Since the members and stewards who need to attend are in the Midwest, these seem to be planned more around golf outings than representation. In July they will hold one panel in the region: next to a golf resort in Traverse City, Mich.

Sexual Harassment: Knowing It and Stopping It

Teamsters can strengthen our union on the shop floor if we can recognize sexual harassment and deal with it swiftly at our workplaces. By educating women about their right to a safe workplace free of sexual harassment and educating all members about this topic, our locals can gain the trust and participation of women members, and show management we insist on respect for all members.

"I just want to be able to work like anyone else." This is what a Teamster member told TDU when she described the sexual harassment she has endured from a co-worker at UPS. What victims want is for the harassing behavior to end and to be able to perform their jobs like everyone else.

What Is Sexual Harassment?

Sexual harassment involves behavior that is explicitly sexual in nature and considered offensive and unwanted by the victim.

Sexual harassment is against Federal law, many state and local laws, and the Teamster Constitution. The Federal Civil Rights Acts of 1964 and 1991 prohibit sexual harassment in the workplace and allow for reinstatement, back pay and the right to sue for compensatory and punitive damages.

There are two main types of workplace sexual harassment as defined by law.

Quid pro quo. This is when something is demanded in exchange for something else. You must comply with certain conduct as a condition of employment or advancement. It involves someone who has power over your job, like the boss or a supervisor. An example is when a boss insists or implies that he must have an intimate get-together or you'll have no chance for a promotion or, only the women who flirt with the supervisor get the choice shifts or lighter-duty work.

Hostile environment. This is when a co-worker, supervisor or someone else harasses you because of your gender, affecting your ability to perform your job or creating an intimidating or offensive working environment. The employer is responsible for the actions of contractors, vendors and customers, too. This is the most common form of unlawful harassment.

Conduct that has been defined by courts as sexual harassment includes (but is not limited to):

- Persistent requests for a date or sexual "favors" (even when joking).
- Touching, stalking, sexual gestures.
- Sexually explicit jokes or other lewd or abusive and demeaning comments with sexual content, spreading sexual rumors.
- "Checking out" or staring, or sexual comments about someone's clothing or anatomy.
- Pinups (bikinis or nude), sexual graffiti, displaying sexual objects.
- Sexual actions or assault.

Some actions are severe enough that once is all it takes to be sexual harassment, like touching oneself or others in a sexual way or showing one's body. Other conduct is considered unlawful harassment if it is repeated or persistent, and the victim has let the offender know it is unwanted.

Health and Safety Issue

Sexual harassment is a health and safety issue. Sexually harassed women often dread and fear being at work or are prevented from performing their jobs. This can t can cause stress-related illnesses.

Why Women?

Women in the workplace are still not valued equally. On average, women make much less than men for similar or even the same work, especially in nonunion positions. Women often feel they have to take what is dished out by the boss, or must go along with sexually offensive behavior in order to get along at work. The union's job is to let them know that's not the case, and to fight all forms of sexual harassment.

Who's Responsible?

The employer is ultimately responsible for maintaining the work environment free from sexual harassment. The company may be liable for damages to the victim caused by its agents, supervisors and employees.The union is responsible for investigating all incidents of sexual harassment and for representing the victim against the company in order to resolve any problems. If the harassment has been perpetrated by a fellow union member, and if management disciplines that person, the union must also represent that person to be sure that discipline was handled in accordance with the contract.

It's in the union's best interest to educate all members about sexual harassment. Stewards and other members should speak up and put a stop to offensive behavior whenever they see it.

What Stewards, Officers, and Members Should Do

Report the offensive conduct to management. Follow the reporting requirements of the company's sexual harassment policy. If you don't tell the company, you risk losing any court case.

- **Listen to and support the victim**; speak out against problems.
- **Investigate and seek resolution** acceptable to victim. Make sure the resolution does not punish the victim for speaking out (example: don't require the victim to move to another department away from the harasser).
- **Educate the membership**—use newsletters, workshops, union meetings, shopfloor action.
- **Add language to your contract** and bylaws.
- **Never make jokes** about sexual harassment.

What Stewards and Grievants Should Do

If you decide to file a grievance or take legal action, try to be as thorough as possible. The list below provides suggestions for you and your steward.

- **Prepare Yourself.** Get copies of anything in writing about the quality of your work, especially if you are being harassed by a supervisor. He may try to claim your work was poor.
- **Say No to the Harasser.** Be public about rejecting the offensive sexual conduct when possible. Ask a steward to accompany you to confront the harasser.
- **Keep records.** Always write down incidents and ask any witnesses to sign your statement.
- **Go to the union right away.** Find out internal union procedures and file a grievance. Remember, the company is responsible for co-worker harassment. By not telling the company, you risk losing any court case.

- **Get support.** Seek out supportive co-workers and alert them to look out for offending behavior, to be your witness.
- **Get legal advice.** The Equal Employment Opportunity Commission (EEOC) and Civil Rights Commission can help. Filing a charge with the EEOC is necessary before going to Federal Court. Know the deadlines under the laws.

Help Available from TDU

Workshops available. Hold a workshop at a union meeting or with a small group of members. Request a workshop as part of the remedy to your case. Topics include: Fighting Sexual Harassment and Gender Discrimination, Building Women's Participation in the Union, Organizing a Women's or Education Committee, and Legal Rights.

Call TDU at 313-842-2600.

Note: This article is introductory. To deal with an actual case of sexual harassment, you should consult further resources.

Resources on the web:

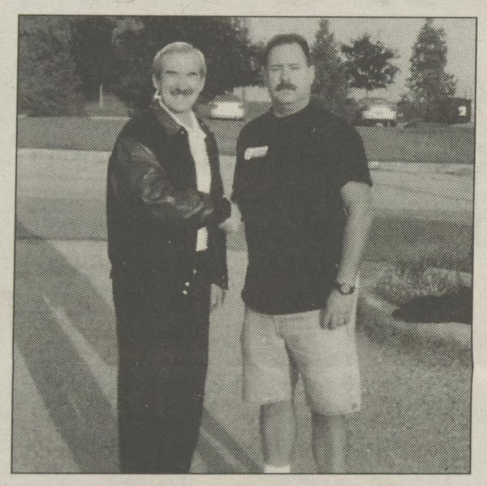
The Coalition of Labor Union Women (CLUW) has two publications available regarding sexual harassment: *The 9 to 5 Guide to Stopping Sexual Harassment* ($4 each) and a palm card called "It's Not Funny, It's Not Flattering" (free). Contact them at (202) 508-6969 or visit www.cluw.org.

9 to 5, National Association of Working Women has an expanded edition of *The 9 to 5 Guide to Stopping Sexual Harassment* available for $15 each and a fact sheet that can be downloaded for free. Call (414) 274-0925 or visit www.9to5.org.

Join TDU!

Hoffa's Re-election Bid Cost Millions. Having a Rank-And-File Watchdog: That's Priceless.

I Supported Tom Leedham. Now I've Joined TDU.



"It was an honor to work on Tom Leedham's campaign. I met a lot of great Teamsters and the ones that taught me the most turned out to be in TDU.

"That's why I joined. TDU gives you the truth, the whole truth and nothing but the truth about our union.

"All I want for Christmas is a strong contract and a good pension. The best holiday gift you can get yourself is a membership to TDU."

Michael Caperino
Local 641, Yellow
Union, N.J.

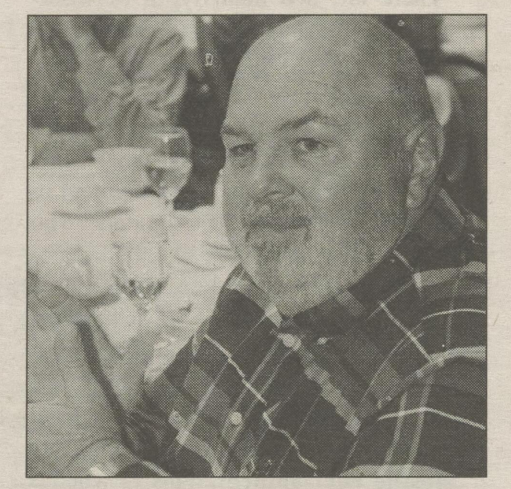
TDU Is Our Watchdog. Keep the Pressure on Our Leaders.

"TDU speaks out and keeps the pressure on our labor leaders when they're not doing the right thing for the members. TDU informs Teamsters and that's needed so badly today.

"If members were informed, we wouldn't have just 21 percent of members voting like we did in this election. If you care about our union, join TDU. Together, we can enforce our rights and make our union stronger."

Eunice Rodriguez
Local 237, NYPD School Safety
New York

Build Teamster Strength and Unity.



"It is crucial for union members to understand that participation in their labor organizations is essential to build strength and unity. Members should also demand fair and impartial representation from their labor leaders and tolerate no self-service. That is why activist organizations such as TDU are so important in holding labor representatives accountable.

"Because of TDU, Teamsters are informed about controversial issues and have a voice to address those issues."

Jim Eubanks
BLET Div. 182, Union Pacific
North Little Rock, Ark.

Watchdog. Information Source. Pension Protector. Hoffa Insurance.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

Other _____

___ $40 one-year membership & subscription to *Convoy Dispatch*

___ $95 three-year membership fee

___ $25 for spouses, and Teamsters who gross less than $22,000 a year

___ $25 for retirees. Retired from Local _____

❑ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

TDU may be priceless. But we can't operate for free.

TDU relies on support from Teamsters like you.

If you want TDU to continue to be here as a watchdog and independent source of reliable Teamster information, fill out this coupon and Join TDU today.

TEAMSTERS DEMOCRATIC UNION FOR A RANK AND FILE